

Classification: Mental Health Worker II

Class Title Code: * 6224-094

Position Title: Mental Health Worker II / APS

Date Established: 08/15/88

Position Number: GROUP

Date of Last Amendment: 03/08/06

This position is assigned to work with the child, adolescent, adult, and the elderly psychiatric patient population.

SCOPE OF WORK: Under the direction of the registered nurse provides direct care services to patients in an acute psychiatric care facility setting.

ACCOUNTABILITIES:

- Assists in admission procedure, searching for contraband, orienting the patient to the unit/hospital environment, identifies and records the patients valuables, and completes documentation requirements to assure good patient care.
- Communicates significant changes in patient status, reporting all untoward patient actions and/or symptoms to nurse in charge to assure safety and continuity of care.
- Supervises, reinforces, and supports patients, as necessary, in bathing, showering, and other hygiene needs. Maintains awareness of patients' special diet / eating needs and provides a record of the patients intake in order to insure that the patients nutritional needs are met.
- Identifies the need for walk groups, quiet games, arts, etc., and plans activities for individuals or groups of patients in order to assure that basic health/social needs are met.
- Demonstrates basic knowledge of patient histories/conditions.
- Monitors, provides, and maintains, a safe clean environment as prescribed by standards relating to fire safety and infection control (appropriately using Personal Protective Equipment when indicated). Applies principles of Orlando Nursing Theory and the Crisis Management Program in monitoring and maintaining a therapeutic environment. Utilizes a supportive approach with anxious, agitated patients, thus offering patients an alternative to violent behavior.
- Maintains patient confidentiality at all times.
- Implements individualized plan of care; recommends changes and/or develops alternative methods of implementing plans; provides 1:1 observation of suicidal patients, obtains vital signs, recommends innovative non-restrictive activities to intervene with agitated, anxious, isolative patients. Contributes to the patient treatment process by reinforcing treatment goals during daily, continual interactions and support the patients understanding of privilege levels. Purposefully observe patient behaviors, documenting objective data as well as subjective inference. Example, objectively note patient gait, subjectively notes the possibility of medication side effects.
- Provides testimony during legal proceedings to provide support.
- Demonstrates knowledge and ability to perform CPR and CMP techniques to assure safety and maintains these required biannual competencies.
- Escorts, supports, and supervises patients at appointments, legal proceedings, home placements, and other activities as necessary, ensuring that patient safety is maintained.
- Participates in quality improvement data collection and contributes to unit based quality assurance effort as assigned.
- Completes all mandatory annual review classes in order to maintain competency.
- Seeks out and appropriately utilizes supervision from Nursing Coordinator/designee in order to assure safe practice.

- Maintains current knowledge of hospital, departmental and unit based changes by participating in staff meetings, reading and initialing policies and procedures to maintain skill and knowledge level. Seeks opportunities to expand scope of knowledge and experience through continuing education to enhance patient care skills.
- Maintains a positive customer service oriented attitude as demonstrated by a professional and courteous demeanor in all interactions and through a professional appearance to provide a therapeutic environment.
- Maintains safe body mechanics while participating in physically demanding, unpredictable and potentially hazardous patient care situations, example, safety transports physically aggressive patients.
- Exhibits willingness to perform other duties as assigned to assure smooth unit operations.

- Staff Workplace Safety Accountabilities

- Complies with established hospital and departmental policies and procedures by:
 - performing accountabilities in accordance with established policies and procedures;
 - communicating with supervisors issues related to workplace safety (i.e., ergonomics, body mechanics, environment, equipment, etc.);
 - reporting on the job injuries to supervisor IMMEDIATELY;
 - attending training programs, as appropriate.

Total Commitment to Quality

- Participates in the process of continuous quality improvement by supporting unit/department based quality improvement activities. Demonstrates commitment to customer service values in professional conduct and by promoting such values in assigned work area.

MINIMUM QUALIFICATIONS:

See class specification for Mental Health Worker II.

SPECIAL REQUIREMENTS: An employee may be required to work additional hours beyond their normal work shift, engaged in work that is characteristic of their classification, in order to meet patient care needs/safe staffing levels, established by the Nursing Department of New Hampshire Hospital.

DISCLAIMER STATEMENT: The supplemental job description lists typical examples of work and is not intended to include every job duty and responsibility specific to a position. An employee may be required to perform other related duties not listed on the supplemental job description provided that such duties are characteristic of that classification.

SIGNATURES:

Employee's Name & Signature

Date Reviewed

Supervisor's Name and Title: _____, Director of Nursing

I have discussed the work responsibilities outlined by this job description with the above employee(s).

Supervisor's Signature

Date Reviewed

Barry H. Lombard, Human Resources Coordinator I

03/08/06

Division of Personnel

Date Approved

* NOTE: Position may be temporarily downgraded to the level of:

622600 Mental Health Worker Trainee

622300 Mental Health Worker I